

## ABSTRACT

### **Recommendation on Organizational Withdrawal Decreasing at Surabaya Al-Irsyad Hospital Base on the Nurses Factor Analysis**

The increased turnover rate of the RS Al - Irsyad Surabaya cause problems on the part of hospital personnel to plan for the needs of human resources (nurses). The high percentage of nurses who come out cause problems in terms of health care. Decreasing the number of nurses who reliably with inexperienced new nurses have resulted in health care. The purpose of this study was to analyze the efforts to reduce withdrawal Organization based factor analysis of nurses in Al - Irsyad Hospital Surabaya. This research was analytic approach using cross-sectional observational design because it is done in a specific time period to keep nurses and contract nurses to analyze the factors that affect Organization Withdrawal perawat in RS Al - Irsyad Surabaya. Population was observed throughout the hospital nurses AL - Irsyad Surabaya, both fixed and that contracts amounting to 134 people. The sampling technique in this study was the total sampling by involving all members of the population being sampled. The analysis technique used in this research is using Structural Equation Modeling with Lisrel version 8.70 program assistance. The conclusion of this research shows that individual characteristic contract employee did not affect the contextual variable but take affect work attitude. Individual characteristic keep nurses both contextual variable and work attitude do not influence. Contextual variable both fixed and that contracts do not affect the organization withdrawal whereas work attitude take affect the organization withdrawal

Keywords: individual characteristics, work attitude, contextual variables, organization withdrawal